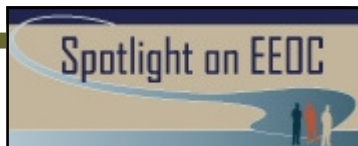




May 30, 2009

Volume 1, Issue 5



## **MAVERICK TUBE TO PAY \$175,000 TO SETTLE EEOC RETALIATION LAWSUIT**

*Company Fired Employee for Complaining About Manager's Racist Comments,  
Federal Agency Charged*

<http://www.eeoc.gov/press/5-14-09a.html>

## **MEENAN OIL TO PAY \$80,000 TO SETTLE EEOC AGE DISCRIMINATION LAWSUIT**

*Sales Manager Made Age-Biased Comments and Fired Sales Representative Because of Age,  
Federal Agency Charged*

<http://www.eeoc.gov/press/5-13-09.html>

## **POLYCON INDUSTRIES & CROWN PACKAGING INT'L SUED BY EEOC FOR SEX DISCRIMINATION**

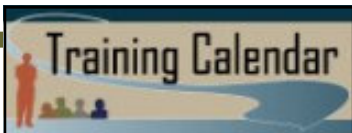
*Plastics Product Manufacturer Shunned Class of Women For Promotions,  
Federal Agency Charges*

<http://www.eeoc.gov/press/5-13-09a.html>

## **LIFECARE HOSPITALS OF PITTSBURGH WILL PAY \$100,000 FOR FIRING EMPLOYEE BECAUSE OF CANCER**

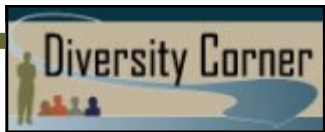
*Hospital Settles EEOC Disability Discrimination Suit*

<http://www.eeoc.gov/press/5-12-09.html>



To register contact: Arthur Lucas at ArthurB.Lucas@ky.gov

Date	Audience	Title	(GSC) Room	Time
06/17/09	State Employees	Religious Discrimination	539	9am— 12 pm
07/15/09	State Employees	Anti-Harassment	542	9am— 12 pm
08/12/09	State Employees	Sexual Harassment	542	9am— 12 pm
09/16/09	State Employees	Religious Discrimination	542	9am— 12 pm
10/14/09	State Employees	Anti-Harassment	539	9am— 12 pm
11/18/09	State Employee	Sexual Harassment	539	9am— 12 pm



### SHRM (Society for Human Resource Management)

#### Can Hiring One Employee with a Disability Make a Difference?

When President Barack Obama mentioned the Special Olympics while describing his lack of skill at bowling during the March 19, 2009, episode of "The Tonight Show," he immediately realized his gaffe and apologized. But his apology resulted in a challenge from Special Olympics: to consider hiring an athlete to work in the White House.

The “invitation” to hire a Special Olympian was issued by the organization’s chairman Timothy Shriver in a March 20 statement. By making such a gesture, he said, President Obama “could help end misperceptions about the talents and abilities of people with intellectual disabilities and demonstrate their dignity and value to the world.”

<http://www.shrm.org/hrdisciplines/Diversity/Articles/Pages/CanHiringOneEmployee.aspx>



“There never were in the world two opinions alike, no more than two hairs or two grains; the most universal quality is diversity”

- Michel de Montaigne  
(French Philosopher and Writer.  
1533-1592)



The Personnel Cabinet's Office of Diversity & Equality is pleased to announce the 2011 Class of the Governor's Minority Management Trainee Program. We would like to thank all applicants, members of the selection committee, cabinet liaisons, and Cabinet Secretaries for the support and participation in this year's process. Please join us in congratulating the following individuals for their success:

**Wende Abernathy-Perkins**  
Justice & Public Safety

**William Mathis**  
Justice & Public Safety

**Harvey Baxter**  
Justice & Public Safety

**Darnell Owens**  
Finance & Administration

**Ideisha Bellamy**  
Health & Family Services

**Durga Patil**  
Energy & Environment

**Desi Brooks**  
Justice & Public Safety

**Marjorie Payne**  
Health & Family Services

**Anthony Cummings**  
Justice & Public Safety

**Elwyn Rainer II**  
Department of Veteran's Affairs

**George Haynes II**  
Energy & Environment

**George Scott**  
Justice & Public Safety

**Rachel Holt**  
Health & Family Services

**Marietta Thompson**  
Personnel Cabinet

**Marissia Izlar**  
Health & Family Services

**Monica Valentine**  
Kentucky Retirement Systems

**Gene Layne**  
Transportation

**Regina Walker**  
Health & Family Services

**Maridely Loyselle**  
Energy & Environment

**Sandra Whiteside**  
Health & Family Services

## 23rd Annual Governor's Equal Employment Opportunity Conference



**July 9, 2009**

Crowne Plaza  
830 Phillips Lane  
Louisville, Kentucky 40602

EEO & ADA Coordinators  
Registration (\$75):  
**June 1st**

Early Bird Registration (\$75):  
**June 2nd - 22nd**

Registration Deadline (\$90):  
**July 2nd**

### ***“The State of Diversity & Equality”***

For More Information: (502) 564-8000 — <http://personnel.ky.gov/diversity/eo/2009EEOConference>

### **Anderson Laureate Award**

The Office of Diversity & Equality, on behalf of the Kentucky Personnel Cabinet, is pleased to announce we are now accepting nominations for the Charles Anderson Laureate Award.

History, both American and Kentucky, was made in January 1936 when Charles W. Anderson, Jr. raised his right hand to take the oath of office as a Representative of the Citizens of Louisville to the Kentucky General Assembly. When Anderson was sworn into office, four months prior to his twenty-ninth birthday, he became the first Black legislator both in Kentucky and in the South since the Reconstruction era.

#### **CRITERIA:**

- Nominees must be Kentuckians, either native or adopted.
- Nominees may be either living or deceased.
- Nominee's contribution must benefit individuals in at least one of the seven EEO protected classes (race, color, national origin, disability, religion, gender, and age). The nomination will be judged based on their achievements over an extended period of time.
- Nominations must specify the level of impact the nominee has made to their community, state or nation.

The Deadline for submission is **June 10, 2009**. For award forms, along with conference details and registration information, please visit: <http://personnel.ky.gov/diversity/eo/2009EEOConference>

All nominations received by June 10<sup>th</sup> will be considered by the Anderson Award Selection Committee. The award recipient will be honored during the Governor's EEO Conference Award Luncheon.

Please direct questions to the Office of Diversity and Equality at (502) 564-8000.

**Completed nomination forms should be sent to:**  
ANDERSON LAUREATE AWARD SELECTION COMMITTEE  
Personnel, Cabinet, Office of Diversity and Equality  
501 High Street, 1st Floor  
Frankfort, Kentucky 40601  
(502) 564-0182 - Fax  
[Joyce.Schrenger@ky.gov](mailto:Joyce.Schrenger@ky.gov)

# **ICE AWARD**

## ***(Innovation, Collaboration, Education)***

The Office Diversity & Equality is pleased to be accepting nominations for this year's I.C.E. Award! This award honors an agency EEO Coordinator who, through *Innovation, Collaboration & Education*, contributions to the Equal Employment Opportunity Coalition efforts to promote proactive EEO compliance & statewide diversity programs.

### **INNOVATION**

Innovation is a key to organizational success. Innovation is essential for enhancing the business competitiveness and sustainability and lies at the heart of the Commonwealth. Developing business environments that enable innovative individuals and agencies to flourish can contribute both to employment satisfaction as well as provide cost saving techniques.

How has the nominee been innovative in thought and action? Please provide examples on agency innovation. Examples include but are not limited to: implementing new policies or procedures to better serve the Commonwealth, the development of new programs that benefit state employees, ECT.

### **COLLABORATION**

Organizations today require a workplace where everyone is willing and able to work together in new and collaborative ways. Collaboration positively impacts productivity, quality, customer expectations, and overall organizational performance.

How the nominee incorporated collaboration into agency culture? Please provide examples of collaboration. Examples of collaboration include but are not limited to: Encouraging employees to participate in outside events (Blood drives, Black History Month events, Bowl for Kids Sake, ECT.), employee workgroups committed to achieving overall goals and objectives, ECT.

### **EDUCATION**

A workplace education program helps employees enhance skills that support their success on the job, at home and in the community. Incorporating education into the workplace allows employees to increase productivity, develop skills, and apply knowledge learned to performance.

How is continued education (including training, college courses, Certified Public Manager Program, ECT.) encouraged by the nominee? Please provide examples. Examples include but are not limited to: Encouraging employees to take advantage of Employee Educational Assistance Program, encouraging on the job learning, providing training opportunities for employees, ECT.

**To request a nomination form, please email Joyce Schrenger: [Joyce.Schrenger@ky.gov](mailto:Joyce.Schrenger@ky.gov).**

**ALL NOMINATIONS MUST BE SUBMITTED OR  
POSTMARKED BY JUNE 12, 2009**

**PLEASE RETURN TO:** Attn: Award Selection Committee  
Office of Diversity & Equality  
Personnel Cabinet  
501 High Street, 1<sup>st</sup> Floor  
Frankfort, KY 40601







Fellow EEO Coordinators,

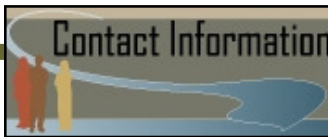
As the 23<sup>rd</sup> Annual Governor's Equal Employment Opportunity Conference rapidly approaches, I wanted to take a moment to express our office's gratitude to the EEO Coalition for its support over the past several months. The Office of Diversity & Equality has undertaken a heavy load for the first two quarters of 2009, building the groundwork for what we hope is a successful conference. Your support and participation has been essential to the development and success of a new investigation training, the annual Black History Month Celebration, the implementation of the Governor's Workforce Diversity Symposium, the retooling of the Governor's Diversity Day and the re-launch of the Governor's Minority Management Trainee Program.

July's EEO Conference will provide a chance for the Office of Diversity & Equality and the EEO Coalition to once again come together and envision our path towards equality in the workplace. Your feedback is the foundation of our success and we appreciate all that you do to promote equality across state government – in both your participation with the Coalition and your hard work within your respective cabinets and agencies.

As our partnership evolves, we would like to thank you again for your dedicated and passion in promoting equality within the Commonwealth's workforce.

Sincerely,

Arthur B. Lucas  
State EEO Coordinator.



Arthur Lucas, Deputy Director  
State EEO Coordinator  
Office of Diversity and Equality  
501 High Street, 1st Floor  
Frankfort, KY 40601  
502-564-8000  
ArthurB.Lucas@ky.gov